

BILL NO. 88-27

COUNTY COUNCIL
OF
HARFORD COUNTY, MARYLAND

BILL NO. 88-27

Introduced by Council President Hardwicke at the request
of the County Executive

Legislative Day No. 88-15 Date May 17, 1988

AN EMERGENCY ACT to repeal the Harford County Pay Plan and Classification Plan and Salary Grade Schedule, Harford County Ordinance No. 87-20, as amended and Ordinance No. 87-40, and to enact a new Classification Plan and Salary Grade Schedule and Pay Plan to stand in lieu of the Ordinances repealed; to provide pay plans for County employees, judicial service employees, and State's Attorney employees; to further provide for new position plans and salary grades for classified and exempt employees, Circuit Court and State's Attorney Office employees; all in accordance with Section 603 of the Charter; and to provide that this act shall not be codified in the Harford County Code.

By the Council, May 17, 1988

Introduced, read first time, ordered posted and public hearing scheduled

on: June 14, 1988

at: 6:15 P.M.

By Order: Doris Poulsen, Secretary

PUBLIC HEARING

Having been posted and notice of time and place of hearing and title of Bill having been published according to the Charter, a public hearing was held

on June 14, 1988

and concluded on June 14, 1988

Doris Poulsen, Secretary

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.
[Brackets] indicate matter deleted from existing law. Underlining indicates language added to Bill by amendment. Language lined through indicates matter stricken out of Bill by amendment.

BILL NO. 88-27

1 Section 1. Be It Enacted By The County Council of Harford County,
 2 Maryland, that Harford County Ordinance No. 87-20, as amended, and
 3 Ordinance No. 87-40, Harford County Pay and Classification Plan,
 4 be, and they are hereby repealed and that new Pay Plans, Classi-
 5 fication and Salary Grade Schedules, Exempt Plan and Grade
 6 Schedule, Judicial, and State's Attorney Office Plans and
 7 Schedules, be, and they are hereby enacted to stand in lieu of the
 8 repealed Ordinances, all to read as follows:

9 Harford County Classification Plan

10 General Administration:

11	Administrative Assistant I	S-06
12	Administrative Assistant II	S-08
13	[Aging Program Manager	M-12]
14	AGING PROGRAM DIRECTOR	M-14
15	Alcohol/Drug Coordinator	M-10
16	Assistant County Attorney	M-16
17	Assistant County Attorney (Entry Level)	M-13
18	Assistant Secretary of the Council	S-08
19	Commission for Women Coordinator	M-10
20	Computer Resource Technician	S-08
21	Crisis Intervention Worker	S-02
22	Deputy Director of Public Works	M-18
23	Clerk/Dispatcher	S-05
24	CLIENT SERVICES WORKER	S-06
25	Equal Opportunity Officer	S-06
26	Grants Coordinator	S-12
27	Grants Specialist I	S-06
28	Grants Specialist II	S-08
29	Human Relations Coordinator	M-10
30	Legal Assistant I	S-05

1	Legal Assistant II	S-09
2	Legislative Drafter	M-11
3	Legislative Research Assistant	S-06
4	Maintenance Clerk	S-05
5	Management Analyst	M-12
6	Management Assistant I	M-10
7	Management Assistant II	M-12
8	Media Specialist	S-09
9	Micrographics and Reproduction Technician	S-09
10	Motor Coach Driver	S-04
11	Nutrition Project Supervisor	S-06
12	Nutrition Site Worker	S-01
13	[Outreach Worker	S-04]
14	[Personnel Assistant	S-07]
15	Personnel Specialist	S-08
16	PERSONNEL TECHNICIAN	S-07
17	Position Classification Specialist	M-11
18	Purchasing Agent I	S-08
19	Purchasing Agent II	S-10
20	Purchasing Agent II	M-10
21	Risk Manager	M-14
22	RISK MANAGEMENT ASSISTANT	S-08
23	Supervisor of Outreach Programs	M-08
24	Supervisor, Transportation Services	M-10
25	Tourist Development Coordinator	M-10
26	Building Maintenance Service:	
27	Building Construction and Repair Supervisor	M-10
28	Building Maintenance Worker	S-04
29	Building Maintenance Mechanic I	S-07
30	Building Maintenance Mechanic II	S-09
31	Building Maintenance Supervisor	M-10
32		

1	Chief Custodian	M-05
2	Custodian I	S-01
3	Custodian II	S-03
4	FACILITIES ATTENDANT	S-04
5	Superintendent of Buildings and Grounds	M-12
6	Clerical Service:	
7	CLAIMS CLERK	S-05
8	Clerk Stenographer I	S-03
9	Clerk Stenographer II	S-04
10	Clerk Typist I	S-02
11	Clerk Typist II	S-04
12	Fixed Asset Control Clerk	S-03
13	Legal Clerk	S-05
14	Legal Secretary	S-06
15	Mail Room Clerk-Messenger	S-02
16	Office Aide	S-01
17	[Personnel Clerk - Trainee	S-03]
18	Personnel Clerk	S-05
19	Secretary	S-05
20	Secretary (Typing)	S-04
21	Stenographer, Legal and Legislative	S-05
22	Telecommo-graphics Leader	S-05
23	Telecommo-graphics Operator	S-04
24	Timekeeper	S-03
25	Engineering and Related Service:	
26	Chief Construction Inspector	M-12
27	Chief, Engineering Division	M-16
28	Chief, Facilities and Operations Division	M-15
29	Chief, Highways Division	M-15
30	Chief, Solid Waste Management Division	M-15
31	Chief, Traffic and Transportation Division	[M-14]M-15
32		

1	Chief, Water and Sewer Division	M-16
2	Chief, Materials and Testing Inspector	M-12
3	Chief, Stormwater Management/Sediment Control Inspector	M-11
4	Civil Engineer I	S-11
5	Civil Engineer II	M-13
6	Civil Engineer III	M-14
7	Construction Inspector I	S-07
8	Construction Inspector II	S-09
9	Construction Inspector III	S-11
10	Drafting Technician I	S-04
11	Drafting Technician II	S-06
12	Drafting Technician III	S-07
13	Drafting Technician IV	S-09
14	Engineering Associate I	S-07
15	Engineering Associate II	S-09
16	Engineering Associate III	S-11
17	Engineering Associate IV	M-12
18	Land Surveyor	M-12
19	Material Inspector I	S-07
20	Material Inspector II	S-09
21	Material Inspector III	S-11
22	Right-of-Way Agent (Grandfathered)	M-11
23	Right-of-Way Agent	S-11
24	Fiscal and Accounting Service:	
25	Accountant I	M-10
26	Accountant II	M-12
27	Accountant III	M-13
28	Accounting Clerk I	S-05
29	Accounting Clerk II	S-07
30	Accounting Technician	S-09
31		
32		

1	Assistant Comptroller	M-12
2	Budget Analyst	M-14
3	BUDGET ASSISTANT	S-09
4	Cashier I	S-05
5	Cashier II	S-06
6	Chief, Bureau of Accounting	M-14
7	Comptroller	M-14
8	COMPUTER OPERATIONS SUPERVISOR	M-11
9	Computer Operator	S-06
10	Computer Operator Trainee	S-05
11	Data Entry Leader	S-05
12	Data Entry Operator	S-04
13	Data Processing Manager	M-16
14	Deputy Treasurer	M-15
15	Internal Auditor I	S-10
16	Internal Auditor II	S-12
17	Programmer	S-08
18	Programmer Analyst	S-11
19	Revenue Control Supervisor	M-10
20	Senior Computer Operator	S-09
21	Supervisor of Cashiers	M-10
22	Systems Analyst	M-13
23	Parks and Recreation Service:	
24	Activity Coordinator	S-11
25	Chief of Parks and Facilities	M-14
26	Chief of Recreation	M-14
27	Community Director	S-10
28	Community Leader	S-06
29	District Supervisor	M-12
30	PARK MAINTENANCE CREW LEADER	H-07
31	Park Maintenance Worker I	H-03
32		

1	Park Maintenance Worker II	H-05
2	[Park Maintenance Worker III	H-06]
3	Park Naturalist	S-08
4	Park Security Worker	S-05
5	Parks and Facilities Maintenance Supervisor	M-12
6	Program Coordinator for the Handicapped	S-08
7	Planning and Zoning Service:	
8	Chief, Comprehensive Planning	M-15
9	Chief, Current Planning	M-15
10	Graphics Illustrator	S-06
11	Permits Review Supervisor	M-10
12	Planner I	S-10
13	Planner II	S-12
14	Planner III	M-14
15	[Planning and Zoning Clerk	S-06]
16	Planning and Zoning Technician	[S-08]S-07
17	Planning Assistant I	S-08
18	Planning Assistant II	S-09
19	Urban Design Specialist	M-14
20	Zoning Administrator	M-13
21	[Zoning Inspector	S-07]
22	ZONING INSPECTOR I	S-06
23	ZONING INSPECTOR II	S-08
24	Public Safety Service:	
25	Animal Control Warden I	S-04
26	Animal Control Warden II	S-05
27	Chief Animal Control Warden	M-07
28	Chief, Emergency Communications Division	M-13
29	DEPUTY CHIEF, EMERGENCY COMMUNICATIONS	M-10
30	Emergency Equipment Dispatcher (Entry Level)	S-04
31	Emergency Equipment Dispatcher I	S-06
32		

1	Emergency Equipment Dispatcher II	S-07
2	Emergency Equipment Dispatcher III	S-08
3	Emergency Services Coordinator	S-06
4	[Safety Assistant	S-07]
5	Safety Inspector	S-09
6	Safety Officer	[M-13]M-12
7	Labor and Trades Service:	
8	Assistant Foreman	H-09
9	Assistant Storekeeper	H-03
10	Automotive Mechanic I	H-09
11	Automotive Mechanic II	H-11
12	Automotive Mechanic Helper	H-06
13	Chauffeur	S-03
14	Chauffeur-Laborer	H-05
15	Equipment Operator I	H-06
16	Equipment Operator II	H-08
17	Equipment Operator III	H-11
18	Laborer	H-01
19	Laborer	H-02
20	Laborer/Trades	H-03
21	Lubrication Worker	H-08
22	Maintenance Worker	H-06
23	Meter Mechanic	H-06
24	Storekeeper	H-08
25	Storekeeper/Maintenance Mechanic	H-10
26	Tire Changer	H-02
27	Tractor Trailer Operator	H-07
28	Trades Helper	H-01
29	TRAFFIC SIGN MECHANIC I	H-02
30	TRAFFIC SIGN MECHANIC II	H-04
31	TRAFFIC SIGN MECHANIC III	H-06
32		

1	Utility Worker	H-10
2	Public Works Operation Service:	
3	[Acting Superintendent of Solid Waste Management	M-12]
4	Assistant Superintendent of Plant Operations	M-12
5	[Assistant Sign Fabricator	S-04]
6	Automotive Equipment Supervisor	M-11
7	Chief, Central Automotive Management Division	M-13
8	Foreman	M-09
9	Highway Maintenance Supervisor	M-11
10	Highways Records Assistant	S-06
11	Laboratory Supervisor	M-10
12	Laboratory Technician	S-08
13	Landfill Attendant	S-02
14	Landfill Attendant Supervisor	M-05
15	Plant Operator Trainee I	S-05
16	Plant Operator Trainee II	S-06
17	Pumping Station Mechanic	S-08
18	Road Marking Equipment Operator I	H-06
19	Road Marking Equipment Operator II	H-07
20	Senior Treatment Plant Operator (Joppatowne)	S-08
21	Senior Waste Water Treatment Plant Operator (GRANDFATHERED)	S-08
22	Senior Waste Water Treatment Plant Operator (Sod Run)	S-09
23	Senior Water Treatment Plant Operator	S-08
24	Shift Supervisor	M-10
25	SIGN FABRICATOR	S-06
26	Sign Fabricator (GRANDFATHERED)	S-07
27	Superintendent (Hwys.) [- W & S]	M-13
28	Superintendent of Highways, Construction & Drainage	M-13
29	[Superintendent of Plant Operations	M-13]
30	Superintendent of Solid Waste Management	M-10
31		
32		

1	SUPERINTENDENT, WATER AND SEWER	M-12
2	SUPERINTENDENT, WATER AND SEWER (GRANDFATHERED)	M-13
3	TRAFFIC ASSISTANT	S-04
4	Treatment Plant Operator (Joppatowne)	S-08
5	Waste Water Treatment Plant Operator	S-07
6	Waste Water Treatment Plant Operator (Sod Run)	S-08
7	Water Plant Operator	S-07
8	WATER AND SEWER FACILITIES CHIEF	M-13
9	Water and Sewer Maintenance Supervisor	M-11
10	WATER AND SEWER OPERATIONS CHIEF	M-14
11	[Water and Sewer Operation and Maintenance Chief	M-14]
12	Permits and Inspection Service:	
13	Building Inspector I	S-08
14	Building Inspector II	S-09
15	Building Inspector III	S-11
16	Chief of Building Services	M-14
17	Chief Electrical Inspector	M-13
18	Chief Plumbing Inspector	M-13
19	Electrical Inspector I	S-08
20	Electrical Inspector II	S-09
21	Electrical Inspector III	S-11
22	[Licenses and Permits Clerk	S-06]
23	[Licenses and Permits Clerk Trainee	S-04]
24	LICENSING CLERK	S-05
25	Mobile Homes/Abandoned Properties Coordinator	S-10
26	PERMITS CLERK	S-05
27	Plans Reviewer (Grandfathered)	S-08
28	Plans Reviewer	S-09
29	Plumbing Inspector I	S-08
30	Plumbing Inspector II	S-09
31	Plumbing Inspector III	S-11
32		

1	[Senior Licenses and Permits Clerk	S-07]
2	Stormwater Management/Sediment Control Inspector	S-09
3	Exempt Personnel	Grade
4	County Attorney [(Part-Time)]	E-20
5	Deputy County Attorney [(Full-Time)]	[E-15] E-17
6	[Deputy County Attorney (Part-Time)	E-15]
7	Council Attorney (Part-Time)	E-13
8	Director of Administration	E-21
9	Director of Community Services	E-17
10	Director of Economic Development	E-14
11	Director of Emergency Services Coordination	E-14
12	Director of Inspections, Licenses and Permits	E-18
13	Director of Parks and Recreation	E-18
14	Director of Planning and Zoning	E-18
15	Director of Procurement	E-16
16	Director of Public Works	E-20
17	Personnel Officer	E-16
18	Secretary-Administration	E-03
19	Secretary-Community Services	E-02
20	Secretary-County Attorney	E-02
21	Secretary-County Executive	E-04
22	Secretary-Department of Public Works	E-03
23	Secretary-Economic Development	E-01
24	Secretary-Inspections, Licenses and Permits	E-02
25	Secretary-Parks and Recreation	E-02
26	Secretary-Personnel	E-01
27	Secretary-Planning and Zoning	E-02
28	Secretary-Procurement	E-01
29	Secretary-Treasury	E-03
30	Secretary of the Council	E-12

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32

1 Treasurer E-20
 2 Zoning Hearing Examiner (Part-Time) E-12

Special Funded Positions

Judicial:	Minimum Salary	Maximum Salary	Grade
Court Bailiff	[\$9,894 \$10,388]	\$13,257 \$13,920]	C-02
Court Reporter I	[\$23,608 \$23,916]	\$28,600 \$31,798]	C-12
Court Reporter II	[\$29,952 \$31,798]	\$36,400 \$42,384]	C-15
Jury Commissioner	[\$18,696 \$20,764]	\$24,832 \$27,576]	C-10
Law Clerk	[\$17,977 \$18,876]	\$28,877 \$25,071]	C-08
Secretary (Administrative)	[\$19,614 \$21,746]	\$26,030 \$28,899]	C-11
Secretary (Judicial)	[\$18,696 \$19,803]	\$24,832 \$26,280]	C-09
Juvenile Master	[\$25.00 [per hour \$26,280]	\$35.00 [per hour \$34,983]	C-13
Assistant to Jury Commissioner	[\$12,500 \$13,125]	\$16,751 \$17,588]	C-03
Social Worker	[\$30,000 \$30,335]	\$38,462 \$40,385]	C-14

State's Attorney Office*

26 Assistant State's Attorney I E-08
 27 Assistant State's Attorney II [E-10]E-11
 28 Assistant State's Attorney III [E-13]E-15
 29 Deputy State's Attorney/Senior Trial Assistant [E-15]E-17

1 *Salaries and classifications for clerical, administrative,
2 investigative, and other personnel shall be determined by the
3 State's Attorney in conformity with the Harford County Pay and
4 Classification Plan.

5 (Note: The above positions are funded by Harford County pursuant
6 to State law and are included as a schedule of payments only; above
7 listed positions are not Harford County employment positions.)

8 Section 2. Be It Further Enacted, that this act shall not be
9 codified in the Harford County Code, as amended.

10 Section 3. Be It Further Enacted, that effective the first pay
11 period in January 1989, employees covered by the Management/-
12 Technical Pay Schedule, who have received Outstanding Performance
13 Appraisals for two or more consecutive years without a step
14 increase because the employees have been at the maximum step rate
15 of their grade, may be authorized a one time payment of not more
16 than one thousand dollars (\$1,000.00) per employee.

17 Section 4. Be It Further Enacted, that this act is hereby declared
18 to be an Emergency Act, necessary for the proper operation of the
19 County government, and it shall become law on the date it is signed
20 by the County Executive; however, no payments or benefits shall
21 accrue until on or after 4 July 1988.

22 EFFECTIVE: June 27, 1988

23
24 *The Secretary of the Council does hereby*
25 *certify that fifteen (15) copies of this Bill*
26 *are immediately available for distribution to*
27 *the public and the press.*

28
29
30
31
32
Doris Poulsen, Secretary

HARFORD COUNTY GOVERNMENT

88-27

CLASSIFIED SERVICE SALARY SCHEDULE

EFFECTIVE DATE: JULY 4, 1988

GRADE	STEP 1	2	3	4	5	6	7
S-01	13926	14322	14732	15154	15589	16035	16496
S-02	14542	14959	15387	15828	16282	16751	17234
S-03	15283	15720	16172	16638	17117	17612	18140
S-04	16063	16525	17000	17490	18015	18557	19113
S-05	16926	17415	17933	18471	19027	19598	20185
S-06	17847	18381	18934	19503	20086	20690	21311
S-07	18956	19525	20110	20712	21335	21975	22634
S-08	20110	20712	21335	21975	22634	23311	24011
S-09	21433	22077	22739	23421	24123	24846	25591
S-10	22890	23575	24283	25010	25760	26534	27331
S-11	24472	25206	25962	26740	27541	28368	29220
S-12	26223	27010	27820	28654	29515	30401	31313
S-13	28147	28993	29862	30758	31681	32633	33610
S-14	30285	31194	32130	33093	34087	35108	36163
S-15	32637	33614	34625	35662	36732	37833	38968
S-16	35201	36257	37347	38466	39619	40807	42033
S-17	38065	39206	40382	41594	42841	44127	45452
S-18	41047	42280	43550	44855	46202	47586	49014

EMPLOYEES WHO RECEIVE A PERFORMANCE APPRAISAL OF AVERAGE OR BETTER WILL BE ELIGIBLE TO RECEIVE A ONE STEP INCREASE UPON IMPLEMENTATION OF THE ABOVE SALARY SCHEDULE. EMPLOYEES WHO ARE INELIGIBLE TO RECEIVE A ONE STEP INCREASE BY VIRTUE OF THE FACT THAT THEY ARE IN STEP SEVEN OF THEIR RESPECTIVE GRADES ON OR BEFORE JUNE 30, 1988, WILL RECEIVE A ONE-TIME ONLY PAYMENT OF FOUR HUNDRED AND FIFTY DOLLARS (\$450.00) PER EMPLOYEE, PROVIDED THAT A PERFORMANCE APPRAISAL OF AVERAGE OR BETTER IS ACHIEVED, AND THAT THE EMPLOYEE IS IN THE COUNTY'S EMPLOYMENT AS OF THE DATE OF PAYMENT. THIS PAYMENT WILL BE MADE ON OR BEFORE DECEMBER 16, 1988.

88-27

HARFORD COUNTY GOVERNMENT
MANAGEMENT/TECHNICAL SERVICE

88-27

EFFECTIVE DATE: JULY 4, 1988

GRADE	STEP	1	2	3	4	5	6	7
M-01		13,813	14,366	14,941	15,539	16,160	16,806	17,477
M-02		14,467	15,046	15,648	16,274	16,925	17,602	18,306
M-03		15,218	15,827	16,461	17,118	17,803	18,516	19,257
M-04		16,111	16,755	17,424	18,122	18,847	19,601	20,385
M-05		17,050	17,732	18,440	19,178	19,946	20,743	21,573
M-06		18,080	18,803	19,555	20,338	21,152	21,998	22,877
M-07		19,205	19,973	20,772	21,603	22,467	23,366	24,301
M-08		20,427	21,245	22,094	22,978	23,897	24,853	25,847
M-09		21,786	22,657	23,563	24,506	25,486	26,505	27,565
M-10		23,287	24,218	25,187	26,194	27,242	28,332	29,465
M-11		24,974	25,973	27,011	28,091	29,215	30,385	31,599
M-12		26,805	27,877	28,992	30,152	31,359	32,612	33,916
M-13		28,822	29,975	31,173	32,420	33,717	35,066	36,469
M-14		31,025	32,266	33,557	34,899	36,295	37,747	39,257
M-15		33,510	34,851	36,244	37,695	39,203	40,771	42,401
M-16		36,186	37,633	39,138	40,704	42,332	44,025	45,786
M-17		39,186	40,754	42,384	44,079	45,842	47,677	49,584
M-18		42,000	44,167	45,934	47,771	49,681	51,669	53,735

* A SPECIAL RATE RANGE IS ESTABLISHED FOR SYSTEMS ANALYST, M-13 POSITION. THE PAY SCALE FOR SYSTEMS ANALYST, M-13 IS:

M-13	33,212	34,540	35,922	37,360	38,853	40,407	42,024
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** A SPECIAL RATE RANGE IS ESTABLISHED FOR RISK MANAGER, M-14 POSITION. THE PAY SCALE FOR THE RISK MANAGER, M-14 IS:

M-14	35,880	37,440	39,000	40,560	42,120	43,680	45,240
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EMPLOYEES WHO HAVE BEEN AT STEP SEVEN OF THEIR RESPECTIVE GRADES FOR TWO CONSECUTIVE YEARS AS OF THE TIME OF PERFORMANCE APPRIASAL, AND HAVE RECEIVED TWO CONSECUTIVE ANNUAL PERFORMANCE APPRAISALS OF OUTSTANDING, MAY BE ELIGIBLE TO RECEIVE A ONE-TIME PERFORMANCE PAYMENT OF \$1,000.00, PAYABLE IN JANUARY 1989.

88-27

HARFORD COUNTY GOVERNMENT
EXEMPT SERVICE PAY SCHEDULE
EFFECTIVE DATE: JULY 4, 1988

88-27

GRADE	STEP	1	2	3	4	5	6	7
E-01		18754	19631	20595	21594	22616	23730	24872
E-02		19631	20595	21594	22616	23730	24872	26074
E-03		20595	21594	22616	23730	24872	26074	27332
E-04		21594	22616	23730	24872	26074	27332	28680
E-05		22616	23730	24872	26074	27332	28680	30055
E-06		23730	24872	26074	27332	28680	30055	31549
E-07		24872	26074	27332	28680	30055	31549	33070
E-08		26074	27332	28680	30055	31549	33070	34679
E-09		27332	28680	30055	31549	33070	34679	36383
E-10		28680	30055	31549	33070	34679	36383	38164
E-11		30055	31549	33070	34679	36383	38164	40042
E-12		31549	33070	34679	36383	38164	40042	42000
E-13		33070	34679	36383	38164	40042	42000	44080
E-14		34679	36383	38164	40042	42000	44080	46244
E-15		36383	38164	40042	42000	44080	46244	48502
E-16		38164	40042	42000	44080	46244	48502	50905
E-17		40042	42000	44080	46244	48502	50905	53423
E-18		42000	44080	46244	48502	50905	53423	56094
E-19		44080	46244	48502	50905	53423	56094	58860
E-20		46244	48502	50905	53423	56094	58860	61803
E-21		48502	50905	53423	56094	58860	61803	64893
E-22		50905	53423	56094	58860	61803	64893	68138
E-23		53423	56094	58860	61803	64893	68138	71545
E-24		56094	58860	61803	64893	68138	71545	75122

EMPLOYEES WHO ARE IN THE EXEMPT CATEGORIES OF EMPLOYMENT MAY BE ELIGIBLE TO RECEIVE A ONE-TIME ONLY PAYMENT OF \$1000.00, PROVIDED THAT THE EMPLOYEES ARE IN STEP SEVEN OF THEIR RESPECTIVE GRADES AS OF JUNE 30, 1988. THIS PAYMENT REQUIRES THE AUTHORIZATION OF THE COUNTY EXECUTIVE.

88-27

HARFORD COUNTY GOVERNMENT

HOURLY SALARY SCHEDULE

88-27

EFFECTIVE DATE: JULY 4, 1988

GRADE	STEP	1	2	3	4	5	6
H-01		14305	14734	15176	15631	16100	16583
H-02		14663	15103	15556	16022	16503	16988
H-03		15103	15556	16022	16503	16988	17508
H-04		15515	15981	16460	16954	17463	17986
H-05		16214	16700	17201	17717	18249	18796
H-06		16740	17243	17760	18293	18842	19407
H-07		17243	17760	18293	18842	19407	19988
H-08		17760	18293	18842	19407	19988	20588
H-09		18293	18842	19407	19988	20588	21206
H-10		18842	19407	19988	20588	21206	21843
H-11		19407	19988	20588	21206	21843	22498

EMPLOYEES WHO RECEIVE A PERFORMANCE APPRAISAL OF AVERAGE OR BETTER WILL BE ELIGIBLE TO RECEIVE A ONE STEP INCREASE UPON IMPLEMENTATION OF THE ABOVE SALARY SCHEDULE. EMPLOYEES WHO ARE INELIGIBLE TO RECEIVE A ONE STEP INCREASE BY VIRTUE OF THE FACT THAT THEY ARE AT STEP SIX OF THEIR RESPECTIVE PAY GRADES ON OR BEFORE JUNE 30, 1988, WILL BE ELIGIBLE TO RECEIVE A PAYMENT AS SHOWN IN THE FOLLOWING SCHEDULE. IN ORDER TO RECEIVE THIS PAYMENT, THE EMPLOYEE MUST RECEIVE AN AVERAGE OR BETTER PERFORMANCE APPRAISAL. THIS PAYMENT WILL BE MADE NOT LATER THAN JULY 31, 1988.

GRADE 1 - \$373; GRADE 2 - \$382; GRADE 3 - \$394; GRADE 4 - \$405;
 GRADE 5 - \$423; GRADE 6 - \$437; GRADE 7 - \$450; GRADE 8 - \$463;
 GRADE 9 - \$477; GRADE 10 - \$491; GRADE 11 - \$506.

88-27

88-27

BY THE COUNCIL

BILL NO. 88-27

Read the third time.

Passed LSD 88-19, June 14, 1988

Failed of Passage

By Order

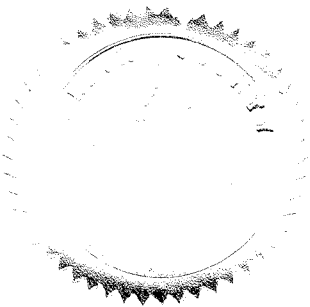
Doris Poulsen, Secretary

Sealed with the County Seal and presented to the County Executive
for his approval this 15th day of June, 1988
at 3:00 o'clock P.M.

Doris Poulsen, Secretary

BY THE EXECUTIVE

APPROVED:



[Signature]
County Executive
Date 6-27-88

BY THE COUNCIL

This Bill, (No. 88-27), having been approved by the Executive
and returned to the Council, becomes law on June 27, 1988.

Doris Poulsen, Secretary
W

EFFECTIVE DATE: June 27, 1988

88-27